SECRET

18 APR 1968

MEMORANDUM FOR: Acting Deputy Director for Support

SUBJECT : Exception to Agency Retirement Policy - Printing
Services Division Personnel

1. How CIA thinks through this problem will, and correctly should,
affect our major policy decisions regarding the CIA age 60 retirement policy.

2. It seems to be pretty generally accepted by Agency management
and the General Counsel that the 57 remaining GPO employees must be
exempted from the retirement policy in view of specific commitments made
to them. In my opinion, this exemption can be restricted successfully to this
small group if properly and firmly explained. However, it will be pointed
out that Printing Services Division employees are historically highly trade
union oriented in their traditions and thinking. With such orientation, there
will doubtless be complaints of discrimination and possibly some risk of
publicity through union efforts. The Agency could withstand this if it has
a sound rationale for its policy and if it explains clearly that it is only our
desire to keep faith with the 57 that persuades us to discriminate among
equivalent employees.

3. If, however, the entire Printing Services Division group were
excluded from policy, I believe we would be in an untenable position vis-a-
vis other Wage Board and equivalent types of employees. The next step
would immediately bring in a case for exemption of all lower graded GS
employees.

4. In sum, I truly think the practical alternatives available to CIA
are to:

a. Hold the policy line, exempting only the 57 former
GPO employees or,

b. Establish a grade level for the exclusion of all lower
graded CIA employees.

- 2 -

5. I recommend that any consideration of exempting all Printing Services Division employees from the retirement policy be deferred and be part of the deliberations on the retirement policy itself.

STAT

Special Assistant to the
Deputy Director for Support
for Special Studies

SA-DD/S/SS/EDE:bak(18 Apr 68)
Distribution:
Orig. - Addressee (then DD/S Subject)
    1 - DD/S Chrono